



NORTHERN ARIZONA
UNIVERSITY
College of Education

Teacher Induction Program
TIP @ NAU

The Teacher Induction Program @ Northern Arizona University (TIP @ NAU) is a partnership between K-12 schools and Northern Arizona University. The mission is to increase student achievement by developing a community of professional educators that utilize formative assessment to accelerate practice. Our comparison studies indicate that our first year teachers' student achievement scores are equal to, greater than, or within 5% points of the veteran teachers' student achievement scores. Our districts' teacher retention rates have also increased. The induction program includes a 1:15 ratio between the mentor and beginning teachers with full-time mentors hired by the district and continuous trainings throughout the year for the mentors, beginning teachers, administrators and the management council made up of a representative from each district. The program draws on the National Staff Development Council Professional Development Standards, the Arizona Professional Teacher Standards, and the Nine Common Elements of Induction Programs, <http://tip.coe.nau.edu/teacherInduction/> (Horn, Sterling, & Blair, 2004).